Personnel Services Delivery Redesign (PSDR)

Orientation

11/13/2006

AGENDA

- PSDR Background and Objectives

- What is Changing

- PSDR Benefits

- HR Support at the BDE/BN Level

- IMA/MPD Support Capabilities

- HR Support at the Theater Level

- PSDR Implementation Strategy

- New Organizational Training Team (NOTT)

- Ensuring a Smooth Transition

PSDR BACKGROUND:

- PSDR Concept initiated in 2000--CSA Strategic Setting provided impetus to the concept plan

- PSDR Concept Brief to FORSCOM / 18 Airborne Corps; Pilot Test approved for Fort Campbell, KY

- Fall-Winter 2004 conducted PSDR Pilot Test at Ft Campbell

- PSDR Pilot Test at Ft Campbell completed successfully in Apr 2005

- Results of Pilot Test brief to VCSA in May 2005; approved for Army implementation

- FDU 05-02 (HR Transformation) recommended for approval by TRADOC currently at DA for final VCSA approval signature
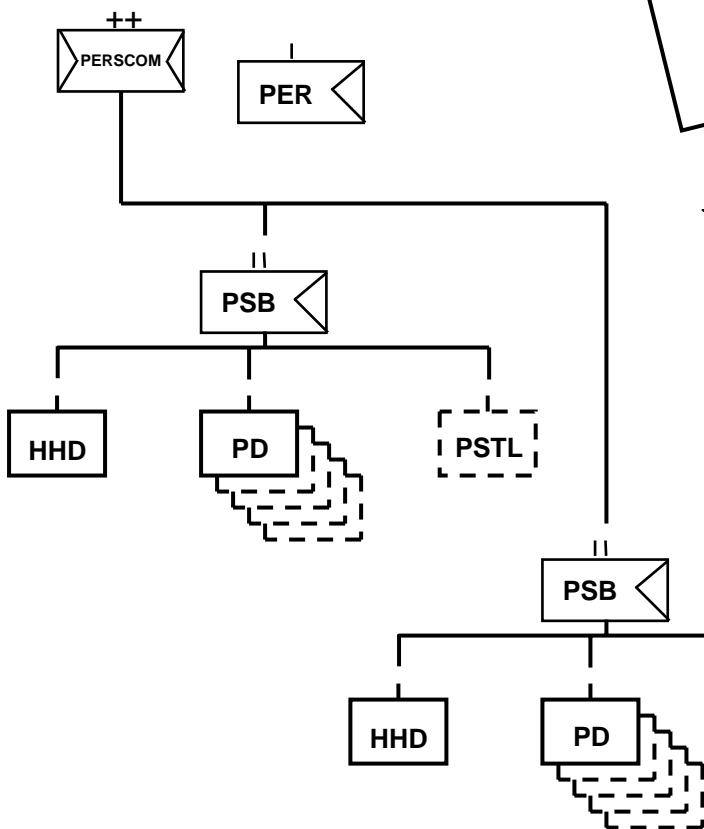
PSDR Objectives

- Provide HR services to modular, expeditionary Army and Joint Operations forces at the lowest level

- Establish Theater level capability for casualty, postal, and R5 (Reception, Replacement, Return to Duty, R&R, Redeployment) support to Commanders and Soldiers

- Make HR support available to the combatant commander without reducing capability of the installation

STRUCTURE CONVERSION

LEGACY STRUCTURE

PSDR STRUCTURE

PRM, PASR, PIM, EPS, CAS

TRANSITION CORE COMPETENCIES

PASR, PSTL, PIM, CAS, R5

Legacy Structure

++ PERSCOM

PER

PSB
- HHD
- PD
- PSTL

PSB
- HHD
- PD
- PSTL

PSDR Structure

X — S1

II — S1

SRC12 STRUCTURE

++ HRSC

X SUST

BTB

HR

MMT ∅

TG R5 ∅

- CAS PLT
- POSTAL PLT
- R5 PLT
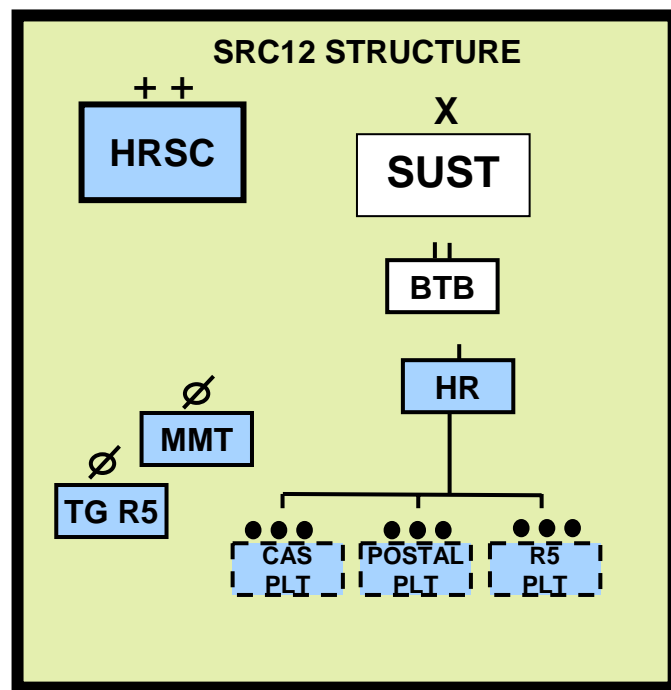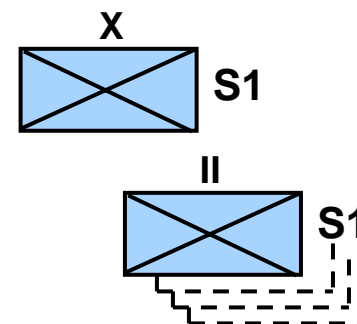
PSDR Benefits

- Streamline Essential Personnel Service (EPS) support at the lowest level – BDE direct to HRC (Alexandria/St Louis)

- Provide Commanders organic professionals on staff at BDE/BN

  - Right skill sets, standard authorizations

  - Right systems, right equipment, right access

- Commanders control quality and quantity EPS

- Eliminates need to unplug capability from an external structure to support BDE/BN deployments

- Ensures continuity of service for all units

  – Non-deployable units receive support from IMA

  – Deployable units receive support from organic assets

  – All family members receive support from IMA

- Creates specific theater level personnel support structure; Postal, Casualty Ops and R5 (Reception, Replacements, R&R, RTD, Redeployment)

PSDR IN BCT/BDEs

- Decentralize HR Operations to embed support in units
  - Support Brigade-centric operations
  - Support modular conversion of the Army
  - S1 sections perform PRM, PASR, PIM, EPS, MWR core competencies

- Professionalize S1 sections
  - WO/MSG at BCT/BDE S1 Sections
  - AG Officers in BN S1 positions
  - 2 x 42F in every BCT/BDE S1

- Link BCT/BDE S1 Sections direct to HRC
  - Expand systems access
  - Enhanced DMSL management from HRC direct to BCT/BDEs

- Connectivity/Bandwidth is the pacing item
  - Establish VSAT/CAISI NIPR network
  - Connectivity allows full capability while deployed
  - S1s must locate where there is connectivity – NIPR/SIPR

TASK MIGRATION FOR PSDR

S1

S1

PSB

Per Det (HR)

Military Personnel Division
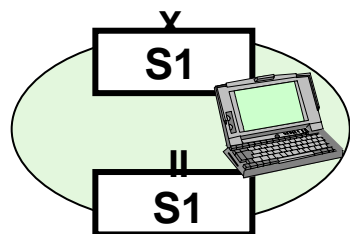
PASR
PRM
Awards
Evaluations
Utilization
UCMJ actions
MWR program
Soldier readiness
Flagging actions
Casualty Liaison Tm
R5 Operations
MMRB

Manning & Functions
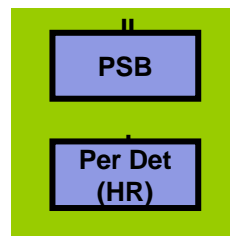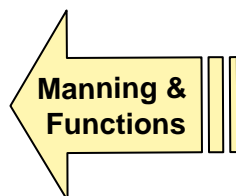
Personnel records (e.g., SGLI)
Reassignment processing
Replacement operations (BCT/BDE -)
Reclassification
Officer promotions & board selections
Enlisted promotions & board selections
Officer & enlisted evaluations (QA)
Awards & decorations
Line of duty
ID cards - soldiers
Specialized training requests
Management actions (frocking,
          SRB, special pays)
Semi-centralized Promotions

Casualty & memorial affairs
Transition services
SRP processing (Spt)
ID cards-family
Passports & birth registration
Family support
In/out processing
Well-being
Mob demob support
Retirement programs
MMRB process
Non-PSDR EPS
Reception/Integration
TDA EPS/PASR

LEGEND

TASKS MOVING

BCT/BDE S1 SECTION

2/1/10-13

MODULAR BCT/BDE S1
1/1/5- 7

+

	**=

DISCREET BCT/BDE S1

1/0/5-6

O4 43A S1
W2 420A PER TECH
E7 42A SR HR SGT
E6 42A HR NCO
E5 42A HR NCO
E4 42A HR SPC(x2)

O2 42B
E8 42A
E5 42A
E5 42F
E4 42A
E4 42F

O4 43A S1
O2 42B STR MGR
W2 420A PER TECH
E8 42A SR HR SGT
E6 42A HR NCO (X2)
E5 42A HR NCO (X2)
E5 42F HR NCO
E4 42A HR SPC(x3)
E4 42F HR SPC

Downgrade E7 to E6

INF BN S1 SECTION

PSDR ADDITIONS

INF BN S1 1/0/7-8	+	0/0/2-2 E5 42A E3 42A	=	**1/0/9-10** INF BN S1

INF BN S1 (1/0/7-8):

O3 11A S1
E7 42A SR HR SGT
E6 42A HR NCO
E5 42A HR NCO
E5 27D LEGAL SGT
E4 42A HR SPC
E3 42A HR SPC
E3 42L MAIL CLERK

INF BN S1 (1/0/9-10):

* O3 42B S1
E7 42A SR HR SGT
E6 42A HR NCO
E5 42A HR NCO (2)
E5 27D LEGAL SGT
E4 42A HR SPC
E3 42A HR SPC (2)
E3 42L MAIL CLERK

* CONVERSION TO 42B APPLIES TO ALL BNs

Example
MODULAR UNIT

IMA Role in PSDR

- Support coordination efforts – accompany NOT Team on all visits

- Provide support to TDA organizations not converted

- Short term support for BN / Co sized units until full implementation

- Resource local MPDs to support PSDR efforts

- Look for creative ways to reduce manpower requirements
  - Automate where possible – expand where necessary

101st BDE/BN PILOT TEST OBSERVATIONS
(TEST PERIOD: JAN-APR 05)

- BCT/BDE S1 sections can perform all required tasks

- Commanders desire HR professionals as BCT/BDE/BN S1s – understand complexity of tasks

- Training of all ranks of HR Soldiers/Leaders must be FOCUSED on technical skills

- Deliberate implementation of PSDR critical to success - must include technical training

101ST OIF OBSERVATIONS UNDER THE PSDR BDE/BN CONFIGURATION
JAN 06

- S1 Sections are tied to automation. When systems go down, operations stop, need more 42F personnel
- CSS/VSAT is essential to personnel operations. Should be expanded to G1, HR Company, and Special Troops Battalion
- Digital Senders are a great asset; reduces transportation requirements and keeps Soldiers off the roads (harms way)
- BCT S1s do not have system access for subordinate units not already organic to them at home station (to include RC Soldiers). Cannot perform all of their S1 requirements. Need system visibility of RC and all assigned or task organized Soldiers
- Digital signatures for DD93 and SGLV must be made available
- Experienced 420A and seasoned NCOIC are essential to BCT success
- Soldiers are not trained in strength management functions, must be trained to conduct operations
- PSDR is a good thing. It puts PSS functions closer to Soldiers and Commanders (both are better served).

MG Turner is a big fan. He does not want to go back to the legacy way of taking care of Soldiers

PSDR IN THEATER OPERATIONS

- Consolidate R5 (Reception, Replacement, RTD, Rest and Recuperation, Redeployment), Casualty and Postal core competencies in SRC12 structure

- Human Resources Sustainment Center (HRSC) provides theater-level HR support to ASCC/Army G1 and Theater Sustainment Command (TSC) Commander

- HR Company is the building block structure – modular, scalable
  - Company HQs is 32 pax – commanded by a Major
  - Specialized platoons (R5, Postal, Casualty) added as required for mission
  - Postal and R5 Plans and Operations sections added as required for mission

- HR Companies assigned to Sustainment BDE
  - Number of companies mission-specific
  - Assigned to Brigade Troops Battalion
  - Not every Sustainment Bde has HR Companies

- Theater Gateway R5 (TG R5) and Military Mail Terminal (MMT) Teams
  - LTC-led organizations which oversee critical theater MMT and R5 operations
  - Supported by HR Companies

PSDR Implementation Plan

- Phased approach across all Army COMPO's FY06 - FY08

- Converts units scheduled to deploy in support of OIF/OEF 07-09 first and those installations that are overstructured with HR support (i.e. Korea)

- On site coordination 2-4 months prior to implementation

- New Organizational Training Team (NOTT) conducts implementation IAW DA G3 timeline and guidance

  - Transfer personnel, records, files, equipment

  - Establish accounts with HRC

  - Train/certify individual Soldiers on use of HR automated systems and HR tasks migrating to BDE S1s

NOTT SEQUENCE

- Planning Order w/Annexes provided for units to convert/Installation
- Coordination visit – NOTT members on the ground to do detailed coordination
- Sr HR Leader visit/brief to unit/Installation leadership
- NOTT on the ground for **consolidated** training
- Required support:
  - Installation support for unit deactivation – personnel/equipment transfers
  - Training facility w/LAN access and computers
  - DOIM support to ensure system access
  - HRC support to ensure user access for systems
  - Unit-provided SMEs as Additional Instructors, as required
  - **Cdr support requiring full participation of HR personnel at training**

NOTT Composition

- **TM LDR = LTC**

- **ASST TM LDR = CW2/3**

- **SR PER SGT = MSG**

- **SR PER SGT= SFC**

- **SR PER SGT = SFC**

- **SR FIN SGT = SFC**

- **PER SGT = SSG**

- **IMA REP = GS CIV**

NOTT TRAINING

- 12-20 training days
- NOTT members lead all content training
- Contractors train VSAT/CAISI, DEERS-Rapid as part of fielding
- Training focused by position/grade
- At times, 2-4 training groups executing concurrently
  - 2 classroom groups
  - 2 computer room groups
- Schedule tailored to each Installation/# units training during that iteration

NOTT Training Subjects
(21 Training Days)

- New Tasks at BDE Level
  - ID documents
  - Personnel records management (MPF, DD 1506, centralized board processing, OCS, WO Board, etc)
  - PASR (eMILPO error resolution, strength deviations, etc)
  - Semi-centralized E5/E6 promotion processing

- Enhanced BDE/BN Level Tasks
  - Strength management
  - Personnel action processing
  - Automated systems (EDAS,TOPMIS, eMILPO, DCIPS-FWD, DTAS, etc)
  - Evaluations processing
  - HR trends analysis (BDE PRR to develop sustainment training)
  - LOD management
  - PERPAY actions (FLPP, Specialty Pays, etc)

Ensuring a Smooth Transition

- Support the NOT Team during coordination visit
  - Participation of key personnel on the installation
  - Identifies issues/concerns for addressing at DA / HRC level
- Educate leaders at all levels on the goodness of PSDR
- Lean forward
  - The installation converts to PSDR, the NOT Team is an enabler

- Ensure common use equipment earmarked for BDE / BN S1s is delivered to the BDE / BN S1
  - VSAT / CAISI
  - AHRS (COTS Laptop)
  - Multifunctional Printer /Scanner
  - **** The absence of the systems greatly reduces the ability of the BDE / BN S1 to achieve the connectivity required to provide quality personnel service support

Support Required to Maximize NOTT

- Echo the VCSA's support for PSDR

- Empower the lead POC with tasking authority

- Ensure functional lead POCs are involved
  - PBO/G4/S4 for equipment
  - DOIM/G6/S6 for connectivity and automation
  - DPTM/G3 for training resources

- Require updates to track implementation progress
  - Elevate issues quickly so we can work them

- Understanding that equipment authorizations are critical enablers

- NOT Team is a facilitator for change - Installation is the agent

- PSDR is not a cookie cutter approach
  - Years of trying to make PSS efficient for a peacetime Army complicate PSDR efforts
  - Each installation is different
  - Flexibility, creativity, cooperation are key

Missions for New Theater Assets

- HR Company
  - C2 and planning capability
  - Assigned or attached to Sustainment Brigade
  - Trains R5, Postal, CLT

- R5
  - Reception, Replacements, Return to Duty (RTD), Rest and Recuperation (R&R), Redeployment
  - Account for personnel moving into and out of the theater (inter theater)

- Postal
  - Combined capability to perform postal operations and postal finance

- Casualty Liaison Tm
  - Dedicated team to account for and provide updated information on all reportable casualties
  - CSH, Div/Corps G1, Mortuary Affairs Collection Company

QUESTIONS

BACK UP SLIDES

NOTT COORDINATION VISIT

- 3-day visit
- Topics:
  - Sr Leader Orientation
  - PSDR concept brief and Lessons Learned
  - IMA/Mission support
  - End State HR Support
  - Training facility visit
  - PERNET access
  - Strength management
  - Senior HR leadership outbrief
- Steady-state target: visit 90-120 days prior to training

AG SCHOOL PSDR SUSTAINMENT TRNG

- Critical that AGS transition current OES, WOES, NCOES, AIT POIs to reflect changes brought about by PSDR

- HR systems integration critical

- S1-centric role must be the emphasis in OES, WOES, NCOES

- Doctrine must be developed to reflect changes

- School must stay in touch w/other functional transformation
  - C2
  - Sustainment/Logistic

- Must continue to integrate Lessons Learned

AG SCHOOL ACTIONS

- FA43 Qualification Crs transitioning from 2-week to 4-week POI and moving to FJSC
- HR system integration ongoing
  - eMILPO database update
  - EDAS database development
  - HRC working gateways to other systems
  - T3 ongoing for TOPMIS/COPS
- Strength Management a training focus
- VSAT/CAISI currently integrated or being integrated in all courses
- FOB under development to reinforce classroom instruction in a realistic field environment
  - S1-centric
  - Tied to Simulation Center to feed data
  - Concurrent usage

VSAT Training Strategy
FTX

OBJ Grant

OBJ Jackson

OBJ Lee

1BN/Forward

3BN/Forward

2BN/Forward

Consolidated FOB / FTX

1BN S1 CAISI

3BN S1 CAISI

2BN S1 CAISI

BCT S1
CAISI Bridge

Battle Simulation Center

BSB

CAV

R5 Liaison
CAISI

Theater R5, Postal, Casualty (Patient Tracking)

CAV S1 CAISI

BSB S1 CAISI

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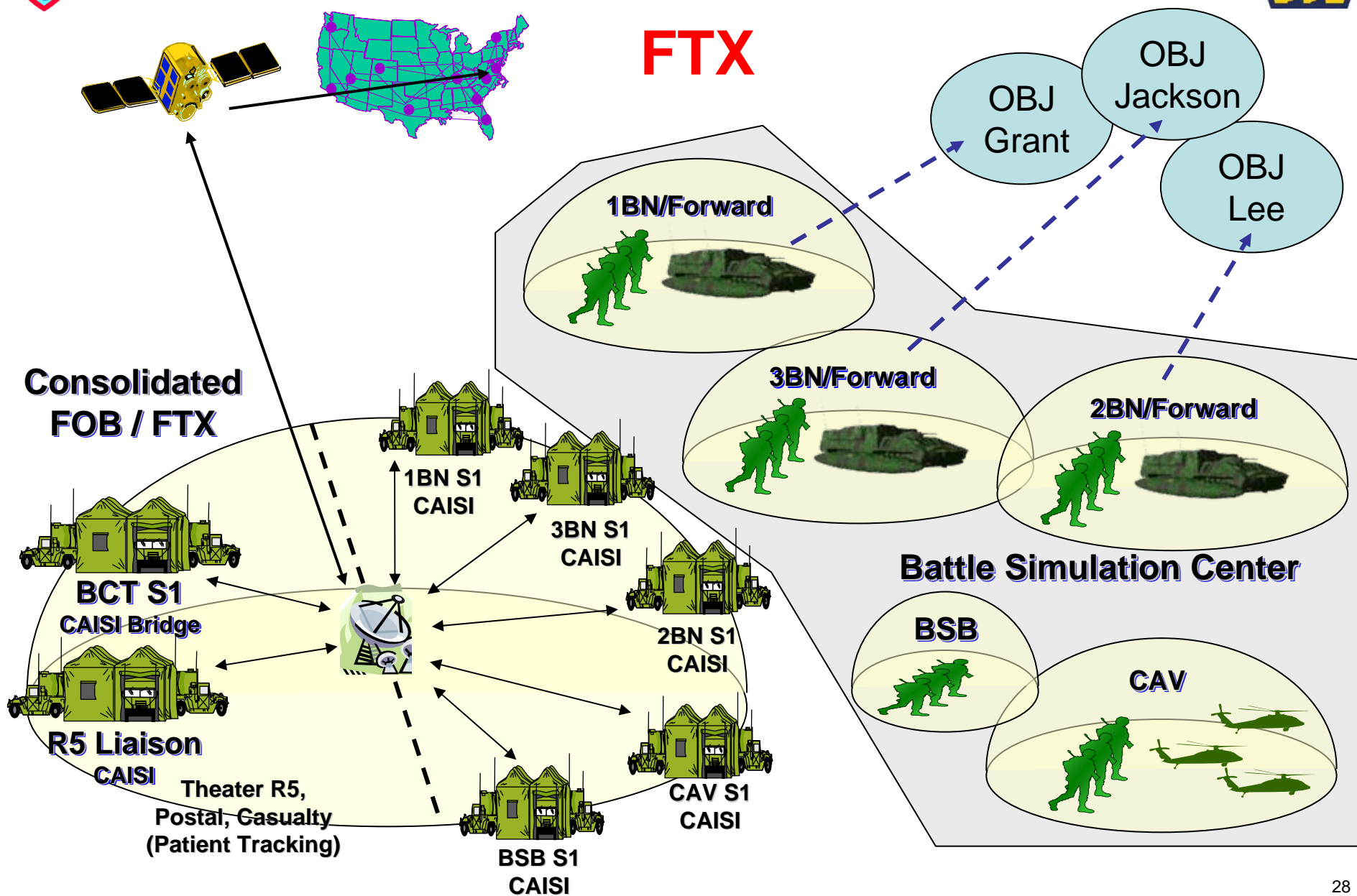
AG SCHOOL ACTIONS

- FM 1-0 final update complete mid-March
- Supporting doctrine to be developed
  - Contractor support
  - HR Theater Operations
  - S1 Operations
- Tied into Modular Force Logistics Concept
- Participating in ASCC/Army (UEy) relook @ Leavenworth next week
- Finalize all HR TOE documentation w/ FMSA
- Updating all equipment BOIP to reflect FDU changes
- Integrated NOTT w/remainder of AGS

BR42/FA42 Officer Timeline

| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25+ |

2LT

BD ENDS

CFD "Early"

EDUCATION

BOLC

CCC

ILE & HR TNG

SSC

TRANSITION

BR Detail
BR42

BR 42
BR Transfers

PZ MAJ
CSC

PZ LTC

PZ COL

BASIC BRANCHES CA/CS/CSS

DEVELOPMENTAL/FAQ/BQ

BCT Strength Mgr

PLT LDR (PstI R5, Cslty)

HR CO XO

DIV Staff

BN S1
HR OPS OFF
DIV G1 Plans/OPS
CORPS G1 Plans/OPS
MACOM G1 Staff
HQDA HR
RECRUITING
MEPS

BCT S1
HR CO CDR
DIV DPTY G1
CORPS G1 PLANS/OPS
HRSC Staff
MACOM G1 Staff
JOINT CMD J1
HQDA G1 Staff
EOPM
RECRUITING
MEPS

DIV G1
BN CDR (TDA)
CORPS DPTY G1
DPTY J1
JTF J1
HQDA G1 STAFF
EOPM
JOINT STAFF
DIVISION CHIEF
RECRUITING
MEPS

CJTF C1
CORPS G1
J1
JOINT
HQDA
RECRUITING
MEPS

MACOM G1
DMPP
TAG
HRC
ARMY G1

420A/C Warrant Officer Lifecycle Development & Utilization Model

YEARS	**0**		**10**		**20** ... **30**
Rank	WO1	CW2	CW3	CW4	CW5
Professional Military Education	WOBC/ BOLC		WOAC	WOSC	WOSSC

Additional Training

Air Assault (420A/C) / Airborne(420A/C) / Ranger(420A only)

Assignment Oriented Training

Appropriate Civilian Technical Training

DEVELOPMENTAL & UTILIZATION ASSIGNMENTS

Typical Assignments

WO1	CW3	CW4	CW5
HR Co Staff	HR Co Staff	DIV Staff	Joint/Combined Staff
BCT/SUA HR Tech	BCT Staff	CORPS Staff	CORPS Staff
Commander	DIV Staff	Joint/Combined Staff	MACOM Staff
CDR/Bandmaster	Cdr/Bandmaster	Commander	
		CDR/Bandmaster	
	Instructor/Writer, AGS		CWO of the AGC, SSI
	TAC Officer, WOCC		WO Advisor/AXO, CSA
	PERSCOM LNO, SHAPE/FORSCOM	Doctrine Writer	WO Advisor/AXO VCSA
	WO Recruiter, USAREC	Combat Developer	WO Advisor/AXO, SA
	WO Advisor/AXO, 4 star lvl	Special Assignments	Joint/Combined Staff
	Sch of Music, Developer	WO Proponent	CWO of Bands/ Proponency Officer
		Wo Advisor/AXO, 4 star	Sch of Music, Director of Trng

Self Development Goals

Baccalaureate Degree/Professional Cert

Associate Degree/Professional Cert

Graduate Studies/Professional Certification

Typical Career Patterns – CMF 42

| 0 | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 | 15 | 16 | 17 | 18 | 19 | 20 | 21 | 22 | 23 | 24 | 25+ |

PLDC | **BNCOC** | **ANCOC** | **1SGCR** | **SGMA** | **EDUCATION**

Typical Assigments

PZ SFC   **PZ MSG**   **PZ SGM**

STAFF
G1 Section
HR Sp
R5, Postal,
Casualty
S1 Section
SPECIAL
CPL Recruiter
Instrumentalist

SGT
LEADERSHIP
 SQD/TM Ldr
STAFF
G1 Section
R5, Casualty,
Postal
HR Sp
Section Ldr
S1 Section
SPECIAL
 Recruiter
Instrumentalist

SSG
LEADERSHIP
Drill Sergeant
Instructor
SGL, NCOA
Squad Leader
STAFF
HR Admin Sgt
Section Supv
S1 Section
G1 Section
R5, Casualty, Postal
SPECIAL
Recruiter (detailed)
Writer/Dev

SFC
LEADERSHIP
HR Company
Course Director, AIT
R5, Casualty, Postal
Instructor, Svc School
SR LN Band NCO
Sr Drill Sergeant
STAFF
BN/BDE HR SGT (S1)
DIV/CORPS G1 Ofc
Operations Sergeant
HR Sergeant (MACOM,
DOD, JOINT)
SPECIAL
AC/RC Advisor
Career Mgmt NCO/Advisor
EO Advisor
IG NCO
Manpower Dev NCO
Recruiter (detailed)
Writer/Developer

MSG/1SG
LEADERSHIP
HR Company 1SG
BAND 1SG
Asst CMDT, NCOA
Series Tng Chief, AIT
STAFF
R5, Postal, Casualty
Branch/Division NCOIC
DIV/CORPS G1 Ofc
Operations Sergeant
Strength Mgmt NCO
SPECIAL
AC/RC Advisor
EO Advisor
IG NCO
SR LN NCO Band
Sr. Prof Dev. NCO

SGM/CSM
LEADERSHIP
HRC CSM
SSI CSM
AG SCHOOL CSM
BAND SGM
NCOA CMDT
Garrison/ASG CSM
STAFF
Army G1 SGM
TAGD SGM
EPMD SGM
G1/AG SGM
HRC, Branch SGM
Proponent SGM
OPNS SGM
SPECIAL
EO SGM
IG SGM

Unique ASI Positions: A3, E3, 2S